

This AGREEMENT is entered into the            day of March,  
1977 between the BOARD OF EDUCATION OF THE BOROUGH OF FORT LEE  
IN THE COUNTY OF BERGEN, hereinafter called the "Board", and  
the FORT LEE ADMINISTRATIVE GROUP, hereinafter called "FLAG".

ARTICLE I  
RECOGNITION

The Board hereby recognizes FLAG, during the lifetime of  
this Agreement, as the exclusive representative for collective  
negotiations concerning the terms and conditions of employment  
for all employees who comprise the unit hereunder as follows:

- (a) { Principal
- (b) { Assistant Principal
- (c) { Director of Adult Education
- (d) { George Mitchehell as Director of Guidance,  
subject, however, to the following:

George Mitchell, as Director of Guidance,  
is in the classification of department head  
and is under the direct supervision of the  
principal and assistant principal of Fort  
Lee High School. George Mitchell is neither  
a supervisor nor administrator. Nothing in  
this resolution shall be construed or inter-  
preted in any manner whatsoever as conferring  
on George Mitchell, as Director of Guidance,  
any rights, entitlements or benefits whatso-  
ever, as a supervisor or administrator. The  
granting of the right to George Mitchell to  
become a part of the supervisor's negotiating  
unit, known as the Fort Lee Administrative  
Group, shall be limited to George Mitchell,  
as Director of Guidance, and not to the  
position of director of guidance. In the  
event George Mitchell resigns from the Fort  
Lee School System, his successor, as Director  
of Guidance, shall have no right whatsoever  
to become a member of the supervisor's  
negotiating unit.

The following personnel are hereby specifically excluded  
from the negotiation unit:

- (a) Superintendent of Schools
- (b) Assistant Superintendent of Schools
- (c) General Elementary Supervisor and/or  
Director of Elementary Education.

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## ARTICLE II

### SALARIES

The annual salaries for the following Administrators and Guidance Director for the school year 1976-77, retroactive to July 1, 1976, are as follows:

<u>Administrators</u>	<u>Salary</u>
Mr. John Mardy	\$32,469.00
Mr. Albert Biancardi	31,261.00
Mr. Percy Clifton	30,055.00
Mr. Antonio Consoli	29,411.00
Mr. Charles Lauricella	29,438.00
Mr. Ernest Ritenhouse	29,431.00
Mr. Frank Schlogl	27,508.00
Mr. Richard Weissenborn	28,778.00
<u>Guidance Director</u>	<u>Salary</u>
Mr. George Mitchell	\$30,667.00

## ARTICLE III

### HEALTH INSURANCE

1. The Board will provide, at Board expense, for employees covered under this Agreement, and their eligible dependents, as such dependents are defined and included under the following insurance policies, the following health insurance benefits under the New Jersey Public and School Employees Health Benefits Plan:

- a) New Jersey Blue Cross hospitalization.
- b) New Jersey Blue Shield medical-surgical, including Rider J.
- c) Major Medical Insurance.

2. The Board may change insurance carriers at its option and after notification to the Association, provided substantially similar benefits are provided.

3. During the term of this Agreement the Board agrees to provide for all employees covered by this Agreement, together with their eligible dependents, as such dependents are defined in the insurance policy, a dental coverage plan equal to the

dental coverage plan for all employees covered by the Agreement, dated the 13th day of December, 1976, between the Fort Lee Board of Education and the Fort Lee Coalition of Teachers, per Article XXII, Section C, with the amount of the said coverage plan as applicable to each Board employee within the Fort Lee School Administrative Group as of September 1, 1976 to be the sum of money evolving by dividing \$50,000 by the figure representing the number of employees covered by said agreement between the Fort Lee Board of Education and the Fort Lee Coalition of Teachers as exist upon the payroll of the Fort Lee Board of Education on September 1, 1976.

Following is a verbatim copy of the said Article XXII, Section C:

"The Board agrees to pay up to a maximum of \$50,000 during the school year 1976-1977 for a dental coverage plan for all employees covered by this Agreement, and the Board agrees to pay up to a maximum of \$50,000 during the school year 1977-1978 for a dental coverage plan for all employees covered by this Agreement. Any additional cost of such plan shall be borne by the individual employee. The Board reserves the right, at its option, after notification to the Coalition, to change insurance carriers provided substantially similar benefits are provided."

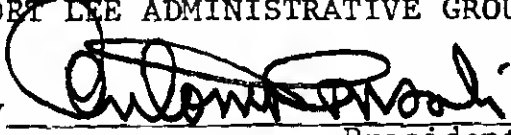
#### ARTICLE IV

#### DURATION OF AGREEMENT

This Agreement shall remain in full force and effect as of July 1, 1976 and shall remain in full force and effect through June 30, 1977.

FORT LEE ADMINISTRATIVE GROUP

By

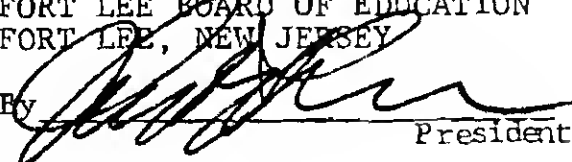
  
President

Attest:

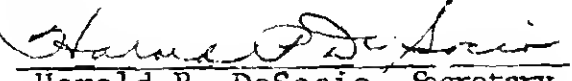
  
Secretary

FORT LEE BOARD OF EDUCATION  
FORT LEE, NEW JERSEY

By

  
President

Attest:

  
Harold P. DeSocio, Secretary

Members of Negotiating Committee:

George Meyers

George Mitchell

Antonio Consoli

This is to certify that the undersigned have been duly authorized by the Fort Lee Administrative Group to execute the above Agreement on behalf of the Fort Lee Administrative Group and in accordance and in compliance with the internal procedures of the Fort Lee Administrative Group.

Dated:

Antonio Consoli  
President

George Mitchell  
Secretary